EQUALITY WHEEL: PEOPLE WITH DISABILITIES AND THEIR CAREGIVERS

NONVIOLENCE

NEGOTIATION AND FAIRNESS:

Discussing the impact of the caregiver's actions with the person. Accepting change. Compromising. Seeking mutually satisfying resolutions to conflict. Using positive reinforcement to affect change.

NON-THREATENING BEHAVIOR:

Creating a safe environment through words and actions. Treating property, pets, and service animals with care. Having no weapons on the premises.

CHOICE AND PARTNERSHIP:

Listening to the person. Acting as agent of person rather than agency. Sharing caregiving responsibilities with other caregivers and family. Being a positive, non-violent role model. Encouraging the person to speak freely and to communicate with others. Focusing on the person's abilities and maximizing their independence.

EQUALITY with interdependence

DIGNITY AND RESPECT:

Encouraging positive communication. Honoring culture, tradition, religion, and personal tastes. Allowing for differences. Developing service and behavior program collaboratively.

ECONOMIC EQUALITY: Acting responsibly as fiscal agent. Developing a plan where access to money or property is not contingent on appropriate behavior. Having purchasing decisions represent preferences/needs of the person. Advocating and brokering all possible resources of the person Sharing and explaining financial information.

INVOLVEMENT:

Encouraging personal relationships. Assisting in gaining access to information and employment. Facilitating involvement within residence and job site. Encouraging contact with the case manager or advocate.

RESPONSIBLE PROVISION OF SERVICES:

Using medications properly. Maintaining and using equipment in timely and appropriate manner. Encouraging access to and use of adaptive equipment. Showing sensitivity to the person's vulnerability when providing care.

HONESTY AND ACCOUNTABILITY:

Admitting being wrong. Understanding that everyone has feelings. Being flexible in policies and practices. Using positive behavioral practice. Communicating openly and truthfully. Acknowledging that abuse is never an acceptable practice.

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